

FHR Client Referral Program

Terms and Conditions

1. **Eligibility:**
 - a. The Frontline Human Resources (FHR) Client Referral Program ("Program") is open to any Australian Citizen or Permanent Resident who refers a business to FHR using the referral form available on the FHR website.
2. **Referral Gift:**
 - a. Participants who make a valid referral will receive a thank you gift from FHR. As of *September 2023*, the thank you gift is "Two Gold Class Movie Tickets." FHR reserves the right to change the nature of this gift without prior notice.
3. **Referral Validity:**
 - a. For a referral to be considered valid, the referred business ("Referred Client") must be unique and not previously present in the FHR database at the time of referral.
 - b. The Referred Client must receive and pay their first invoice from FHR within three (3) months from the date of the referral.
4. **Claiming the Gift:**
 - a. Once the Referred Client pays their first invoice, the referrer will be notified and the thank you gift will be arranged for delivery or collection.
 - b. FHR is not responsible for lost, delayed, or misdirected gifts.
5. **General Conditions:**
 - a. FHR reserves the right to verify the eligibility of participants and the validity of referrals.
 - b. Any attempt to manipulate, tamper with, or abuse any aspect of the Program may result in disqualification, and FHR reserves the right to take any action deemed necessary.
 - c. Participants agree to abide by these terms and conditions and the decisions of FHR, which are final and binding in all matters related to the Program.
 - d. FHR reserves the right to modify, suspend, terminate, or amend the Program or these terms and conditions at any time without prior notice.
6. **Liability:**
 - a. FHR will not be responsible for any damages, taxes, or expenses that the participant may incur as a result of this Program.
7. **Privacy:**
 - a. By participating in the Program, referrers agree to FHR collecting, storing, and using their personal data for the purposes of this Program. FHR will handle personal data in accordance with its privacy policy.

Participants should direct any questions, comments, or complaints related to the Program to FHR's customer service.

By participating in the FHR Client Referral Program, you agree to these terms and conditions.